

Negative Discrimination of Female Managers and Professionals in Sri Lankan Private Sector Organizations

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ABSTRACT

There exists an inconsistency between the rights of women protected by law and the gender discriminatory practices of private organizations in Sri Lanka which limit the career advancement of women, which in turn may also negatively affect the efficiency and performance of organizations. As such, this research study seeks to determine: (i) the occurrence of negative gender discrimination in recruitment and promotions and in the form of sexual harassment relating to women employed in professional capacities in selected Sri Lankan private sector organizations, (ii) the possible adverse impact of gender discrimination on the victim's work motivation and productivity, and (iii) the types of policies and systems adopted to promote gender equity in the organizations. While there are limitations to this study such as its limited sample size, the quantitative and qualitative analysis of data collected showed that incidents of negative gender discrimination occurred in the selected organizations and effective gender equity policies were lacking. However, a causal relationship between gender discrimination and a resultant loss of motivation and productivity at work could not be established.

Key words: Gender, Discrimination, Human Resources Management, Labour rights, Sexual harassment